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| 1. Which of the following is included in the definition of OD?   |  |  |  | | --- | --- | --- | |  | a. | OD applies to an entire system | |  | b. | OD is concerned with planned change | |  | c. | OD encompasses strategy, structure, and process changes | |  | d. | all of the above |  |  |  | | --- | --- | | *ANSWER:* | d | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 11:38 AM | |

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| 2. Organization development distinguishes itself from organization change and change management by which of the following characteristics?   |  |  |  | | --- | --- | --- | |  | a. | addressing the effective sequence of leadership issues that produce organization improvements | |  | b. | focusing narrowly on cost, quality, and schedule | |  | c. | focusing on the transfer of knowledge and skills to help the system manage future change | |  | d. | taking a broadly focused approach that can apply to any kind of change |  |  |  | | --- | --- | | *ANSWER:* | c | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 11:39 AM | |

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| 3. Which of the following is not one of the "stems" of OD?   |  |  |  | | --- | --- | --- | |  | a. | laboratory training | |  | b. | environmental analysis | |  | c. | action research/survey feedback | |  | d. | participative management and quality of work life |  |  |  | | --- | --- | | *ANSWER:* | b | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:53 PM | |

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| 4. The first "T-groups" were formed   |  |  |  | | --- | --- | --- | |  | a. | to facilitate decision making | |  | b. | to work on group projects | |  | c. | to make the group more cohesive | |  | d. | to provide feedback about group interactions |  |  |  | | --- | --- | | *ANSWER:* | d | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:06 PM | |

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| 5. The assumption underlying the use of survey feedback in OD is   |  |  |  | | --- | --- | --- | |  | a. | surveys are the best way to collect data | |  | b. | surveys allow one to collect a great deal of data | |  | c. | surveys can provide feedback to the organization and be used to initiate change | |  | d. | responses and surveys are easily interpreted |  |  |  | | --- | --- | | *ANSWER:* | c | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Action Research and Survey Feedback | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:03 PM | |

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| 6. According to the Managerial Grid, an individual's style can best be described as which of the following:   |  |  |  | | --- | --- | --- | |  | a. | the way he or she dresses | |  | b. | his or her concern for production and people | |  | c. | how he or she interacts with management | |  | d. | the way he or she deals with problems |  |  |  | | --- | --- | | *ANSWER:* | b | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:09 PM | |

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| 7. As the QWL movement evolved, it fostered a new phase of activities known as   |  |  |  | | --- | --- | --- | |  | a. | large group interventions | |  | b. | reward system changes | |  | c. | employee involvement | |  | d. | team building |  |  |  | | --- | --- | | *ANSWER:* | c | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:13 PM | |

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| 8. Strategic change interventions involve improving   |  |  |  | | --- | --- | --- | |  | a. | the alignment among an organization's environment, strategy, and organization design | |  | b. | the organization's relationship to its environment | |  | c. | the fit between the organization's technical, political and cultural systems | |  | d. | all of the above |  |  |  | | --- | --- | | *ANSWER:* | d | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:20 PM | |

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| 9. Which of the following areas do OD practitioners need to be familiar with to carry out strategic change?   |  |  |  | | --- | --- | --- | |  | a. | competitive strategy | |  | b. | organizational structure | |  | c. | culture | |  | d. | All of the above |  |  |  | | --- | --- | | *ANSWER:* | d | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:27 PM | |

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| 10. OD helps members of an organization solve their own problems.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:30 PM | |

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| 11. An effective organization has both high productivity and rapid growth.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.02 - 01.02 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: The Growth and Relevancy of Organization Development | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 12:38 PM | |

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| 12. All OD involves change management, but change management may not involve OD.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Analysis | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:29 PM | |

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| 13. Conclusions about the first T-group experiment were (1) feedback from the group was a rich learning experience and (2) the process could be transferred to "back home situations."   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:35 PM | |

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| 14. Productivity and QWL ideas were originated by Kurt Lewin.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:37 PM | |

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| 15. One of the original strategic change interventions was Open Systems Planning developed by Richard Beckhard.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:39 PM | |

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| 16. Three major trends are shaping change in organizations: globalization, information technology, and managerial innovation.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Comprehension | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:42 PM | |

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| 17. OD was developed for use primarily in business and industrial organizations.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | False | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:44 PM | |

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| 18. The normative background in OD represents a human relations approach represented as the "one-best-way" to manage organizations.   |  |  |  | | --- | --- | --- | |  | a. | True | |  | b. | False |  |  |  | | --- | --- | | *ANSWER:* | True | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | True / False | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:47 PM | |

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| 19. Define organization development and why it is relevant to an organization in today's marketplace.   |  |  | | --- | --- | | *ANSWER:* | Answer not provided. | | *POINTS:* | 1 | | *DIFFICULTY:* | Easy | | *QUESTION TYPE:* | Essay | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:50 PM | |

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| 20. Compare and contrast the five "stems" of OD − laboratory training, action research/survey feedback, normative background, quality of work life, and strategic change.   |  |  | | --- | --- | | *ANSWER:* | Answer not provided. | | *POINTS:* | 1 | | *DIFFICULTY:* | Challenging | | *QUESTION TYPE:* | Essay | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Analysis | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:57 PM | |

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| 21. Outline the key events in the history/evolution of OD. How might the past influence future directions of the field?   |  |  | | --- | --- | | *ANSWER:* | Answer not provided. | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Essay | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: A Short History of Organization Development | | *KEYWORDS:* | Bloom's Knowledge | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 1:59 PM | |

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| 22. What environmental factors will be important to OD in the future? Why?   |  |  | | --- | --- | | *ANSWER:* | Answer not provided. | | *POINTS:* | 1 | | *DIFFICULTY:* | Challenging | | *QUESTION TYPE:* | Essay | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics | | *TOPICS:* | A-head: Organization Development Defined | | *KEYWORDS:* | Bloom's Evaluate | | *DATE CREATED:* | 7/22/2013 2:06 PM | | *DATE MODIFIED:* | 8/10/2013 2:03 PM | |

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| 23. Which of the following is one of the major trends shaping change in organizations?   |  |  |  | | --- | --- | --- | |  | a. | globalization | |  | b. | social media | |  | c. | downsizing | |  | d. | localization |  |  |  | | --- | --- | | *ANSWER:* | a | | *POINTS:* | 1 | | *DIFFICULTY:* | Moderate | | *QUESTION TYPE:* | Multiple Choice | | *HAS VARIABLES:* | False | | *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 | | *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic | | *STATE STANDARDS:* | United States - NONE - DISC: Group Dynamics - Group Dynamics | | *TOPICS:* | A-Head: The Growth and Relevance of Organization Development | | *KEYWORDS:* | Bloom's: Knowledge | | *DATE CREATED:* | 8/5/2013 2:49 PM | | *DATE MODIFIED:* | 8/5/2013 2:53 PM | |